

DOCUMENT RESUME

ED 323 890

HE 023 897

AUTHOR James, Olive C. R., Ed.; Matson, Hollis N., Ed.
TITLE University Commission on Human Relations: Focusing on Racism & Other Forms of Discrimination. Final Report. Volume VI: Faculty Survey and Frequencies.
INSTITUTION San Francisco State Univ., CA. Univ. Commission on Human Relations.
PUB DATE May 90
NOTE 128p.; This report is in seven volumes, see HE 023 892-898. Occasional illegible pages.
PUB TYPE Statistical Data (110) -- Tests/Evaluation Instruments (160)

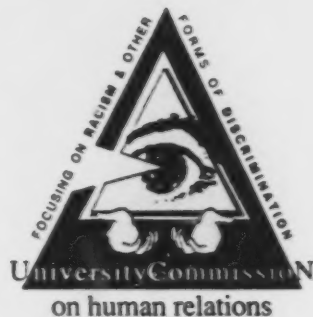
EDRS PRICE MF01/PC06 Plus Postage.
DESCRIPTORS Advisory Committees; Affirmative Action; *College Faculty; Cultural Differences; *Educational Discrimination; Ethnic Discrimination; Handicap Discrimination; Higher Education; *Human Relations; Racial Discrimination; Religious Discrimination; Sex Discrimination; Sexual Harassment; State Universities; *Teacher Attitudes; Teacher Background
IDENTIFIERS *San Francisco State University CA

ABSTRACT

A survey of 124 San Francisco State University (SFSU) faculty was conducted in Fall 1989 to assess their attitudes, observations, and experiences concerning human relations at SFSU. This report provides frequency distributions for each of the 37 items on the survey questionnaire. The questionnaire focused on: treatment of various racial/ethnic groups by the campus community, treatment compared to 5 years ago, how often the faculty member was offended or abused, how often various forms of discrimination were experienced or observed, responsiveness of department's curriculum to concerns of various racial/ethnic groups, feelings about affirmative action, department's thoroughness in recruiting members of various groups, academic performance of students in various groups, offensiveness ratings of various scenarios, sexual harassment (self and others), response to discrimination against student or colleague, importance of proposed programs, sex, age, full-time/part-time status, rank, tenure status, school, years of experience, degrees, political ideology, disability, race/ethnicity, religious preference, and sexual orientation. Appendices contain notes on sample design and survey methodology and a copy of the questionnaire. (JDD)

* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *

ED323890



FINAL REPORT OF THE
UNIVERSITY COMMISSION ON HUMAN RELATIONS:
FOCUSING ON RACISM & OTHER FORMS OF DISCRIMINATION

VOLUME VI

FACULTY SURVEY AND FREQUENCIES

HE 023 897

"PERMISSION TO REPRODUCE THIS
MATERIAL HAS BEEN GRANTED BY

SAN FRAN STATE UNIV.
Comm. on Human
Relations

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

☒ This document has been reproduced as
received from the person or organization
originating it.

☐ Minor changes have been made to improve
reproduction quality.

• Points of view or opinions stated in this docu-
ment do not necessarily represent official
OERI position or policy.

TABLE OF CONTENTS

FINAL REPORT OF THE UNIVERSITY COMMISSION ON HUMAN RELATIONS:
FOCUSING ON RACISM & OTHER FORMS OF DISCRIMINATION
MAY 1990

VOLUME VI

FACULTY SURVEY AND FREQUENCIES

SFSU Faculty Survey

Frequency Distributions

Prepared for the
SFSU Human Relations Commission

Principal Investigators:

Richard DeLeon
James Newton
Robert Smith

May, 1990

Public Research Institute
San Francisco State University

TABLE OF CONTENTS

Question 1 - Treatment of Groups by Campus Community	1
Question 2 - Treatment Better/Same/Worse than 5 Yrs Ago?	8
Question 3 - How Often Offended/Abused?	16
Question 4 - How Often Experience/Observe Forms of Discrim.? 19	
Question 5 - Relationships/Interactions vs. Average Faculty?	22
Question 6 - Responsiveness of Department's Curriculum	30
Question 7 - Feelings About Affirm. Action Goals/Efforts/ Results	37
Question 8 - Should SFSU Recruit from Other Groups?	39
Question 9 - Affirmative Action Program Improved/Worsened?	39
Question 10 - Department's Thoroughness in Recruiting?	40
Question 11 - School Adopted Explicit Affirm. Action Guidelines?	41
Question 12 - Comment made?	42
Question 13 - Limiting Factors in Recruiting New Faculty	42
Question 13A - Most Serious Limiting Factor	47
Question 13B - Next Most Serious Limiting Factor	48
Question 14 - Students' Academic Performance	49
Question 15 - Offensiveness Ratings - Scenarios	56
Question 16 - Statement of Opinions about Campus Life	64
Question 17 - You Yourself Sexually Harassed?	68
Question 18 - Know Student/Faculty/Staff Sexually Harassed?	69
Question 19 - How Respond to Discrim. Against Student?	70
Question 20 - How Respond to Discrim. Against Colleague?	71
Question 21 - Rate Importance of Proposed Programs	72
Question 21A - Highest Priority Program?	82
Question 21B - Next Highest Priority Program?	83
Question 22 - Sex	84
Question 23 - Age	84
Question 24 - Full Time - Part Time Status	84
Question 25 - Rank	85
Question 26 - Tenure Status	85
Question 27 - School	86
Question 28 - Number of Dept Full-Time/Part-Time Faculty	87
Question 29 - Years Have Taught at SFSU	90
Question 30 - Degrees Held	91
Question 31 - Political Ideology	93
Question 32 - Disability?	93
Question 34 - Race/Ethnicity	94
Question 35 - Religious Preference	95
Question 36 - Sexual Orientation (Sexual Identity)	96
Question 37 - Aware of HRC Hearings?	96
Appendix A - Notes on Sample Design and Survey Methodology	
Appendix B - Questionnaire Text	

Frequencies -- Faculty Survey PAGE 1

Q1 -- Treatment of Group by Campus Community -- Better/Same/Worse
than Treatment of Average Person?

Q1.1 TREAT ARABS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	1	.8	1.5	1.5
ABOUT SAME	2.	37	29.8	54.4	55.9
WORSE	3.	30	24.2	44.1	100.0
	9.	56	45.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 68 MISSING CASES 56

Q1.2 TREAT ASIANS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	10	8.1	9.5	9.5
ABOUT SAME	2.	79	63.7	75.2	84.8
WORSE	3.	16	12.9	15.2	100.0
	9.	19	15.3	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 105 MISSING CASES 19

Q1.3 TREAT PACIFIC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	2	1.6	2.9	2.9
ABOUT SAME	2.	44	35.5	64.7	67.6
WORSE	3.	22	17.7	32.4	100.0
	9.	56	45.2	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 68 MISSING CASES 56

Q1.4 TREAT BLACK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	12	9.7	11.7	11.7
ABOUT SAME	2.	49	39.5	47.6	59.2
WORSE	3.	42	33.9	40.8	100.0
	9.	21	16.9	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 103 MISSING CASES 21

Q1.5 TREAT HISPANIC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	7	5.6	6.9	6.9
ABOUT SAME	2.	58	46.8	56.9	63.7
WORSE	3.	37	29.8	36.3	100.0
	9.	22	17.7	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 102 MISSING CASES 22

Q1.6 TREAT NAT. AM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	4	3.2	5.5	5.5
ABOUT SAME	2.	42	33.9	57.5	63.0
WORSE	3.	27	21.8	37.0	100.0
	9.	51	41.1	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 73 MISSING CASES 51

Frequencies -- Faculty Survey PAGE 4

Q1.7 TREAT WHITE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	36	29.0	34.0	34.0
ABOUT SAME	2.	67	54.0	63.2	97.2
WORSE	3.	3	2.4	2.8	100.0
	9.	18	14.5	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 106 MISSING CASES 18

Q1.8 TREAT MEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	36	29.0	33.0	33.0
ABOUT SAME	2.	71	57.3	65.1	98.2
WORSE	3.	2	1.6	1.8	100.0
	9.	15	12.1	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 109 MISSING CASES 15

Q1.9 TREAT WOMEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	10	8.1	9.2	9.2
ABOUT SAME	2.	72	58.1	66.1	75.2
WORSE	3.	27	21.8	24.8	100.0
	9.	15	12.1	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 109 MISSING CASES 15

Q1.10 TREAT GAYS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	6	4.8	7.1	7.1
ABOUT SAME	2.	44	35.5	51.8	58.8
WORSE	3.	35	28.2	41.2	100.0
	9.	39	31.5	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 85 MISSING CASES 39

Frequencies -- Faculty Survey PAGE 6

Q1.11 TREAT FUND

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	1	.8	1.9	1.9
ABOUT SAME	2.	34	27.4	63.0	64.8
WORSE	3.	19	15.3	35.2	100.0
	9.	70	56.5	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 54 MISSING CASES 70

Q1.12 TREAT JEWS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	10	8.1	12.7	12.7
ABOUT SAME	2.	65	52.4	82.3	94.9
WORSE	3.	4	3.2	5.1	100.0
	9.	45	36.3	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 79 MISSING CASES 45

Frequencies -- Faculty Survey PAGE 7

Q1.13 TREAT MUSLIMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ABOUT SAME	2.	30	24.2	55.6	55.6
WORSE	3.	24	19.4	44.4	100.0
	9.	70	56.5	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 54 MISSING CASES 70

Q1.14 TREAT DISABLED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	16	12.9	17.8	17.8
ABOUT SAME	2.	44	35.5	48.9	66.7
WORSE	3.	30	24.2	33.3	100.0
	9.	34	27.4	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 90 MISSING CASES 34

Q1.15 TREAT FOREIGNERS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	2	1.6	2.2	2.2
ABOUT SAME	2.	49	39.5	55.1	57.3
WORSE	3.	38	30.6	42.7	100.0
	9.	35	28.2	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 89 MISSING CASES 35

Q2 -- Treatment of Groups Better/Same/Worse than 5 Years Ago?

Q2.1 ARABS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	13	10.5	21.7	21.7
ABOUT SAME	2.	38	30.6	63.3	85.0
WORSE	3.	9	7.3	15.0	100.0
	9.	64	51.6	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 60 MISSING CASES 64

Q2.2 ASIANS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	24	19.4	28.6	28.6
ABOUT SAME	2.	53	42.7	63.1	91.7
WORSE	3.	7	5.6	8.3	100.0
	9.	40	32.3	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 84 MISSING CASES 40

Q2.3 PACIFIC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	8	6.5	14.3	14.3
ABOUT SAME	2.	41	33.1	73.2	87.5
WORSE	3.	7	5.6	12.5	100.0
	9.	68	54.8	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 56 MISSING CASES 68

Q2.4 BLACK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	23	18.5	27.4	27.4
ABOUT SAME	2.	45	36.3	53.6	81.0
WORSE	3.	16	12.9	19.0	100.0
	9.	40	32.3	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 84 MISSING CASES 40

Q2.5 HISPANIC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	25	20.2	29.8	29.8
ABOUT SAME	2.	44	35.5	52.4	82.1
WORSE	3.	15	12.1	17.9	100.0
	9.	40	32.3	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 84 MISSING CASES 40

Q2.6 NAT. AM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	12	9.7	18.8	18.8
ABOUT SAME	2.	41	33.1	64.1	82.8
WORSE	3.	11	8.9	17.2	100.0
	9.	60	48.4	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 64 MISSING CASES 60

Q2.7 WHITES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	12	9.7	14.0	14.0
ABOUT SAME	2.	66	53.2	76.7	90.7
WORSE	3.	8	6.5	9.3	100.0
	9.	38	30.6	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 86 MISSING CASES 38

Frequencies -- Faculty Survey PAGE 12

Q2.8 MEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	11	8.9	12.8	12.8
ABOUT SAME	2.	69	55.6	80.2	93.0
WORSE	3.	6	4.8	7.0	100.0
	9.	38	30.6	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 86 MISSING CASES 38

Q2.9 WOMEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	27	21.8	31.4	31.4
ABOUT SAME	2.	53	42.7	61.6	93.0
WORSE	3.	6	4.8	7.0	100.0
	9.	38	30.6	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 86 MISSING CASES 38

Q2.10 GAYS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	27	21.8	36.5	36.5
ABOUT SAME	2.	38	30.6	51.4	87.8
WORSE	3.	9	7.3	12.2	100.0
	9.	50	40.3	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 74 MISSING CASES 50

Q2.11 FUND

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	3	2.4	6.5	6.5
ABOUT SAME	2.	41	33.1	89.1	95.7
WORSE	3.	2	1.6	4.3	100.0
	9.	78	62.9	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 46 MISSING CASES 78

Frequencies -- Faculty Survey PAGE 14

Q2.12 JEWS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	5	4.0	8.1	8.1
ABOUT SAME	2.	53	42.7	85.5	93.5
WORSE	3.	4	3.2	6.5	100.0
	9.	62	50.0	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 62 MISSING CASES 62

Q2.13 MUSLIMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	3	2.4	6.3	6.3
ABOUT SAME	2.	34	27.4	70.8	77.1
WORSE	3.	11	8.9	22.9	100.0
	9.	76	61.3	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 48 MISSING CASES 76

Frequencies -- Faculty Survey PAGE 15

Q2.14 DISABLED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	38	30.6	51.4	51.4
ABOUT SAME	2.	31	25.0	41.9	93.2
WORSE	3.	5	4.0	6.8	100.0
	9.	50	40.3	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 74 MISSING CASES 50

Q2.15 FOREIGNERS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	8	6.5	11.4	11.4
ABOUT SAME	2.	53	42.7	75.7	87.1
WORSE	3.	9	7.3	12.9	100.0
	9.	54	43.5	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 70 MISSING CASES 54

Q3 -- How often offended, put down, physically/emotionally abused?

Q3.1 GENDER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	65	52.4	53.3	53.3
RARELY	2.	24	19.4	19.7	73.0
SOMETIMES	3.	26	21.0	21.3	94.3
OFTEN	4.	7	5.6	5.7	100.0
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Q3.2 RACE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	77	62.1	63.6	63.6
RARELY	2.	23	18.5	19.0	82.6
SOMETIMES	3.	15	12.1	12.4	95.0
OFTEN	4.	6	4.8	5.0	100.0
	9.	3	2.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Q3.3 SEX ORIENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	94	75.8	79.0	79.0
RARELY	2.	14	11.3	11.8	90.8
SOMETIMES	3.	7	5.6	5.9	96.6
OFTEN	4.	4	3.2	3.4	100.0
	9.	5	4.0	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 119

MISSING CASES 5

Q3.4 RELIGION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	102	82.3	85.0	85.0
RARELY	2.	12	9.7	10.0	95.0
SOMETIMES	3.	4	3.2	3.3	98.3
OFTEN	4.	2	1.6	1.7	100.0
	9.	4	3.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 120

MISSING CASES 4

Q3.5 DISABILITY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	106	85.5	93.8	93.8
RARELY	2.	5	4.0	4.4	98.2
OFTEN	4.	2	1.6	1.8	100.0
	9.	11	8.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 113

MISSING CASES 11

Q3.6 NATIONALITY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	96	77.4	78.7	78.7
RARELY	2.	11	8.9	9.0	87.7
SOMETIMES	3.	10	8.1	8.2	95.9
OFTEN	4.	5	4.0	4.1	100.0
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122

MISSING CASES 2

Q4 -- How Often Observe/Experience Listed Forms of Discrimination?

Q4.1 NEG REMARKS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	50	40.3	41.7	41.7
RARELY	2.	28	22.6	23.3	65.0
SOMETIMES	3.	35	28.2	29.2	94.2
OFTEN	4.	7	5.6	5.8	100.0
	9.	4	3.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 120 MISSING CASES 4

Q4.2 EXCLUDE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	48	38.7	39.3	39.3
RARELY	2.	26	21.0	21.3	60.7
SOMETIMES	3.	34	27.4	27.9	88.5
OFTEN	4.	14	11.3	11.5	100.0
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Q4.3 STUDENTS NEGATIVE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	36	29.0	29.5	29.5
RARELY	2.	32	25.8	26.2	55.7
SOMETIMES	3.	41	33.1	33.6	89.3
OFTEN	4.	13	10.5	10.7	100.0
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Q4.4 COLLEAGUES NEGATIVE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	42	33.9	34.1	34.1
RARELY	2.	29	23.4	23.6	57.7
SOMETIMES	3.	43	34.7	35.0	92.7
OFTEN	4.	9	7.3	7.3	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 123 MISSING CASES 1

Frequencies -- Faculty Survey PAGE 21

Q4.5 DEPARTMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	73	58.9	60.3	60.3
RARELY	2.	15	12.1	12.4	72.7
SOMETIMES	3.	22	17.7	18.2	90.9
OFTEN	4.	11	8.9	9.1	100.0
	9.	3	2.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Q4.6 BAD ASSIGNMENTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	77	62.1	64.2	64.2
RARELY	2.	15	12.1	12.5	76.7
SOMETIMES	3.	19	15.3	15.8	92.5
OFTEN	4.	9	7.3	7.5	100.0
	9.	4	3.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 120 MISSING CASES 4

Q4.7 UNFAIR PROMOTION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
NEVER	1.	67	54.0	55.4	55.4
RARELY	2.	17	13.7	14.0	69.4
SOMETIMES	3.	20	16.1	16.5	86.0
OFTEN	4.	17	13.7	14.0	100.0
	9.	3	2.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Q5 - View of Relationships/Interactions with Other Faculty in Listed Groups Compared with Average Faculty Member

Q5.1 ARABS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	6	4.8	12.5	12.5
ABOUT SAME	2.	39	31.5	81.3	93.8
WORSE	3.	3	2.4	6.3	100.0
	9.	76	61.3	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 48 MISSING CASES 76

Frequencies -- Faculty Survey PAGE 23

Q5.2 ASIANS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	15	12.1	13.4	13.4
ABOUT SAME	2.	92	74.2	82.1	95.5
WORSE	3.	4	3.2	3.6	99.1
	6.	1	.8	.9	100.0
	9.	12	9.7	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 112 MISSING CASES 12

Q5.3 PACIFIC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	9	7.3	22.0	22.0
ABOUT SAME	2.	31	25.0	75.6	97.6
WORSE	3.	1	.8	2.4	100.0
	9.	83	66.9	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 41 MISSING CASES 83

Frequencies -- Faculty Survey PAGE 24

Q5.4 BLACK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	27	21.8	25.5	25.5
ABOUT SAME	2.	74	59.7	69.8	95.3
WORSE	3.	5	4.0	4.7	100.0
	9.	18	14.5	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 106 MISSING CASES 18

Q5.5 HISPANIC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	22	17.7	22.0	22.0
ABOUT SAME	2.	76	61.3	76.0	98.0
WORSE	3.	2	1.6	2.0	100.0
	9.	24	19.4	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 100 MISSING CASES 24

Frequencies -- Faculty Survey PAGE 25

Q5.6 NAT. AM.

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	13	10.5	24.1	24.1
ABOUT SAME	2.	41	33.1	75.9	100.0
	9.	70	56.5	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 54 MISSING CASES 70

Q5.7 WHITE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	13	10.5	10.7	10.7
ABOUT SAME	2.	101	81.5	83.5	94.2
WORSE	3.	7	5.6	5.8	100.0
	9.	3	2.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Frequencies -- Faculty Survey PAGE 26

Q5.8 MEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	9	7.3	7.4	7.4
ABOUT SAME	2.	104	83.9	86.0	93.4
WORSE	3.	8	6.5	6.6	100.0
	9.	3	2.4	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Q5.9 WOMEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	34	27.4	28.1	28.1
ABOUT SAME	2.	85	68.5	70.2	98.3
WORSE	3.	2	1.6	1.7	100.0
	9.	3	2.4	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Frequencies -- Faculty Survey PAGE 27

Q5.10 GAYS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	22	17.7	22.0	22.0
ABOUT SAME	2.	74	59.7	74.0	96.0
WORSE	3.	4	3.2	4.0	100.0
	9.	24	19.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 100 MISSING CASES 24

Q5.11 FUND

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	4	3.2	7.8	7.8
ABOUT SAME	2.	34	27.4	66.7	74.5
WORSE	3.	13	10.5	25.5	100.0
	9.	73	58.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 51 MISSING CASES 73

Frequencies -- Faculty Survey PAGE 28

Q5.12 JEWS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	13	10.5	13.3	13.3
ABOUT SAME	2.	83	66.9	84.7	98.0
WORSE	3.	2	1.6	2.0	100.0
	9.	26	21.0	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 98 MISSING CASES 26

Q5.13 MUSLIMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	2	1.6	4.1	4.1
ABOUT SAME	2.	43	34.7	87.8	91.8
WORSE	3.	4	3.2	8.2	100.0
	9.	75	60.5	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 49 MISSING CASES 75

Q5.14 DISABLED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	18	14.5	22.8	22.8
ABOUT SAME	2.	61	49.2	77.2	100.0
	9.	45	36.3	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 79 MISSING CASES 45

Q5.15 FOREIGNERS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	18	14.5	20.5	20.5
ABOUT SAME	2.	70	56.5	79.5	100.0
	9.	36	29.0	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 88 MISSING CASES 36

Q6 -- Responsiveness of Department's Curriculum to Concerns/Interests
etc. of Listed Groups?

Q6.1 ARABS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	7	5.6	10.1	10.1
MODERATELY	2.	9	7.3	13.0	23.2
SLIGHTLY	3.	17	13.7	24.6	47.8
NOT AT ALL	4.	36	29.0	52.2	100.0
	9.	55	44.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 69 MISSING CASES 55

Q6.2 ASIANS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	23	18.5	25.6	25.6
MODERATELY	2.	27	21.8	30.0	55.6
SLIGHTLY	3.	26	21.0	28.9	84.4
NOT AT ALL	4.	14	11.3	15.6	100.0
	9.	34	27.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 90 MISSING CASES 34

Q6.3 PACIFIC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	7	5.6	10.4	10.4
MODERATELY	2.	13	10.5	19.4	29.9
SLIGHTLY	3.	18	14.5	26.9	56.7
NOT AT ALL	4.	29	23.4	43.3	100.0
	9.	57	46.0	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 67 MISSING CASES 57

Q6.4 BLACK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	22	17.7	23.9	23.9
MODERATELY	2.	37	29.8	40.2	64.1
SLIGHTLY	3.	23	18.5	25.0	89.1
NOT AT ALL	4.	10	8.1	10.9	100.0
	9.	32	25.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 92 MISSING CASES 32

Q6.5 HISPANIC

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	18	14.5	19.4	19.4
MODERATELY	2.	36	29.0	38.7	58.1
SLIGHTLY	3.	27	21.8	29.0	87.1
NOT AT ALL	4.	12	9.7	12.9	100.0
	9.	31	25.0	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 93 MISSING CASES 31

Q6.6 NAT AM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	10	8.1	13.0	13.0
MODERATELY	2.	17	13.7	22.1	35.1
SLIGHTLY	3.	22	17.7	28.6	63.6
NOT AT ALL	4.	28	22.6	36.4	100.0
	9.	47	37.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 77 MISSING CASES 47

Q6.7 WHITE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	80	64.5	83.3	83.3
MODERATELY	2.	10	8.1	10.4	93.8
SLIGHTLY	3.	1	.8	1.0	94.8
NOT AT ALL	4.	5	4.0	5.2	100.0
	9.	28	22.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 96 MISSING CASES 28

Q6.8 MEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	74	59.7	74.0	74.0
MODERATELY	2.	17	13.7	17.0	91.0
SLIGHTLY	3.	5	4.0	5.0	96.0
NOT AT ALL	4.	4	3.2	4.0	100.0
	9.	24	19.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 100 MISSING CASES 24

Q6.9 WOMEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	40	32.3	38.8	38.8
MODERATELY	2.	48	38.7	46.6	85.4
SLIGHTLY	3.	10	8.1	9.7	95.1
NOT AT ALL	4.	5	4.0	4.9	100.0
	9.	21	16.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 103 MISSING CASES 21

Q6.10 GAYS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	15	12.1	18.1	18.1
MODERATELY	2.	18	14.5	21.7	39.8
SLIGHTLY	3.	30	24.2	36.1	75.9
NOT AT ALL	4.	20	16.1	24.1	100.0
	9.	41	33.1	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 83 MISSING CASES 41

Q6.11 FUND

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	5	4.0	7.9	7.9
MODERATELY	2.	2	1.6	3.2	11.1
SLIGHTLY	3.	15	12.1	23.8	34.9
NOT AT ALL	4.	41	33.1	65.1	100.0
	9.	61	49.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 63 MISSING CASES 61

Q6.12 JEWS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	19	15.3	26.4	26.4
MODERATELY	2.	16	12.9	22.2	48.6
SLIGHTLY	3.	20	16.1	27.8	76.4
NOT AT ALL	4.	17	13.7	23.6	100.0
	9.	52	41.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 72 MISSING CASES 52

Q6.13 MUSLIMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	7	5.6	11.9	11.9
MODERATELY	2.	2	1.6	3.4	15.3
SLIGHTLY	3.	17	13.7	28.8	44.1
NOT AT ALL	4.	33	26.6	55.9	100.0
	9.	65	52.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 59 MISSING CASES 65

Q6.14 DISABLED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	16	12.9	20.8	20.8
MODERATELY	2.	17	13.7	22.1	42.9
SLIGHTLY	3.	24	19.4	31.2	74.0
NOT AT ALL	4.	20	16.1	26.0	100.0
	9.	47	37.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 77 MISSING CASES 47

Q6.15 FOREIGNERS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY WELL	1.	29	23.4	37.2	37.2
MODERATELY	2.	20	16.1	25.6	62.8
SLIGHTLY	3.	16	12.9	20.5	83.3
NOT AT ALL	4.	13	10.5	16.7	100.0
	9.	46	37.1	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 78 MISSING CASES 46

Q 7 -- Feelings About SPSU's Affirmative Action Goals, Efforts, Results

Q7.1 GOALS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POS	1.	56	45.2	45.2	45.2
MOD POS	2.	47	37.9	37.9	83.1
NEUTRAL	3.	4	3.2	3.2	86.3
MOD NEG	4.	9	7.3	7.3	93.5
STRONGLY NEG	5.	1	.8	.8	94.4
NO BASIS	8.	7	5.6	5.6	100.0
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 124 MISSING CASES 0

Q7.2 EFFORTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POS	1.	25	20.2	20.2	20.2
MOD POS	2.	57	46.0	46.0	66.1
NEUTRAL	3.	8	6.5	6.5	72.6
MOD NEG	4.	19	15.3	15.3	87.9
STRONGLY NEG	5.	5	4.0	4.0	91.9
NO BASIS	8.	10	8.1	8.1	100.0
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 124 MISSING CASES 0

Q7.3 RESULTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POS	1.	9	7.3	7.3	7.3
MOD POS	2.	61	49.2	49.2	56.5
NEUTRAL	3.	16	12.9	12.9	69.4
MOD NEG	4.	19	15.3	15.3	84.7
STRONGLY NEG	5.	7	5.6	5.6	90.3
NO BASIS	8.	12	9.7	9.7	100.0
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 124 MISSING CASES 0

Q8 SHOULD SFSU RECRUIT MEMBERS FROM OTHER GROUPS?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	42	33.9	36.2	36.2
NO	2.	74	59.7	63.8	100.0
	9.	8	6.5	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 116 MISSING CASES 8

Q9 OVER PAST 5 YRS HAVE SFSU'S AFF ACTION PROGRAMS ...?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
IMPROVED	1.	48	38.7	45.7	45.7
STAYED SAME	2.	24	19.4	22.9	68.6
GOTTEN WORSE	3.	11	8.9	10.5	79.0
NO BASIS	4.	22	17.7	21.0	100.0
	9.	19	15.3	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 105 MISSING CASES 19

Q10 -- During Past 5 Years How Thorough Your Department in Recruiting Applicants from List Groups?

Q10.1 PEOPLE OF COLOR

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY	1.	63	50.8	52.9	52.9
MODERATELY	2.	24	19.4	20.2	73.1
SLIGHTLY	3.	7	5.6	5.9	79.0
NOT AT ALL	4.	7	5.6	5.9	84.9
NO BASIS	5.	18	14.5	15.1	100.0
	9.	5	4.0	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 119

MISSING CASES 5

Q10.2 WOMEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY	1.	60	48.4	52.2	52.2
MODERATELY	2.	22	17.7	19.1	71.3
SLIGHTLY	3.	8	6.5	7.0	78.3
NOT AT ALL	4.	8	6.5	7.0	85.2
NO BASIS	5.	17	13.7	14.8	100.0
	9.	9	7.3	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 115

MISSING CASES 9

Q10.3 DISABLED

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY	1.	8	6.5	7.1	7.1
MODERATELY	2.	7	5.6	6.2	13.3
SLIGHTLY	3.	15	12.1	13.3	26.5
NOT AT ALL	4.	38	30.6	33.6	60.2
NO BASIS	5.	45	36.3	39.8	100.0
	9.	11	8.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 113 MISSING CASES 11

Q11 HAS YOUR SCHOOL ADOPTED EXPLICIT AFFIRM. ACTION GUIDELINES ?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	49	39.5	45.8	45.8
NO	2.	9	7.3	8.4	54.2
	3.	49	39.5	45.8	100.0
	9.	17	13.7	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 107 MISSING CASES 17

Q12 COMMENT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
COMMENT MADE	1.	79	63.7	100.0	100.0
	9.	45	36.3	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 79 MISSING CASES 45

Q13 Which, If Any, Of Listed Factors Hampers Recruitment of New Faculty from Listed Groups?

Q13.1 SCARCITY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO	1.	25	20.2	25.0	25.0
WO	2.	1	.8	1.0	26.0
DIS	3.	10	8.1	10.0	36.0
CO+WO	4.	2	1.6	2.0	38.0
CO+DIS	5.	43	34.7	43.0	81.0
WO+DIS	6.	1	.8	1.0	82.0
CO+WO+DIS	7.	18	14.5	18.0	100.0
	9.	24	19.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 100 MISSING CASES 24

Q13.2 LACK SPECIALTIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO	1.	14	11.3	37.8	37.8
DIS	3.	7	5.6	18.9	56.8
CO+DIS	5.	10	8.1	27.0	83.8
CO+WO+DIS	7.	6	4.8	16.2	100.0
	9.	87	70.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 37 MISSING CASES 87

Q13.3 LESS QUALIFIED THAN WHITE MALES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO	1.	7	5.6	43.8	43.8
WO	2.	1	.8	6.3	50.0
DIS	3.	1	.8	6.3	56.3
CO+WO	4.	2	1.6	12.5	68.8
CO+DIS	5.	3	2.4	18.8	87.5
CO+WO+DIS	7.	2	1.6	12.5	100.0
	9.	108	87.1	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 16 MISSING CASES 108

Q13.4 LOW MOTIVATION AMONG DEPARTMENT FACULTY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO	1.	6	4.8	16.2	16.2
WO	2.	2	1.6	5.4	21.6
DIS	3.	16	12.9	43.2	64.9
CO+WO	4.	3	2.4	8.1	73.0
CO+DIS	5.	2	1.6	5.4	78.4
CO+WO+DIS	7.	8	6.5	21.6	100.0
	9.	87	70.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 37 MISSING CASES 87

Q13.5 TAKES MORE TIME AND EFFORT THAN FINDING QUALIFIED WHITE MALES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO	1.	10	8.1	18.9	18.9
DIS	3.	10	8.1	18.9	37.7
CO+WO	4.	2	1.6	3.8	41.5
CO+DIS	5.	18	14.5	34.0	75.5
CO+WO+DIS	7.	13	10.5	24.5	100.0
	9.	71	57.3	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 53 MISSING CASES 71

Q13.6 LACK RESOURCES/SUFFICIENT STAFF FOR ADEQUATE SEARCH

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO	1.	5	4.0	18.5	18.5
DIS	3.	3	2.4	11.1	29.6
CO+WO	4.	1	.8	3.7	33.3
CO+DIS	5.	3	2.4	11.1	44.4
CO+WO+DIS	7.	15	12.1	55.6	100.0
	9.	97	78.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 27 MISSING CASES 97

Q13.7 OVERT PREJUDICE AND DISCRIMINATION BY H RTP DECISIONMAKERS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO	1.	2	1.6	13.3	13.3
WO	2.	3	2.4	20.0	33.3
DIS	3.	2	1.6	13.3	46.7
CO+WO	4.	2	1.6	13.3	60.0
CO+WO+DIS	7.	6	4.8	40.0	100.0
	9.	109	87.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 15 MISSING CASES 109

Q13.8 IMPLICIT AND/OR INSTITUTIONAL DISCRIMINATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO	1.	6	4.8	24.0	24.0
DIS	3.	3	2.4	12.0	36.0
CO+WO	4.	3	2.4	12.0	48.0
CO+DIS	5.	1	.8	4.0	52.0
WO+DIS	6.	1	.8	4.0	56.0
CO+WO+DIS	7.	11	8.9	44.0	100.0
	9.	99	79.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 25 MISSING CASES 99

Q13.9 OTHER #1

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO	1.	2	1.6	13.3	13.3
DIS	3.	2	1.6	13.3	26.7
CO+WO	4.	2	1.6	13.3	40.0
CO+WO+DIS	7.	9	7.3	60.0	100.0
	9.	109	87.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 15 MISSING CASES 109

Frequencies -- Faculty Survey PAGE 47

Q13.10 OTHER #2

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CO+WO	4.	2	1.6	50.0	50.0
CO+WO+DIS	7.	2	1.6	50.0	100.0
	9.	120	96.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	
VALID CASES	4	MISSING CASES	120		

Q13.11 Q13A -- MOST SERIOUS LIMITING FACTOR?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SCARCITY	1.	60	48.4	54.5	54.5
LACK SPECIALTIES	2.	4	3.2	3.6	58.2
LESS QUALIFIED...	3.	2	1.6	1.8	60.0
LOW MOTIVATION	4.	9	7.3	8.2	68.2
TAKES TIME/EFFORT	5.	8	6.5	7.3	75.5
LACK STAFF/RESOURCES	6.	9	7.3	8.2	83.6
OVERT PREJUDICE	7.	7	5.6	6.4	90.0
IMPLICIT DISCRIMIN.	8.	4	3.2	3.6	93.6
OTHER #1	9.	6	4.8	5.5	99.1
OTHER #2	10.	1	.8	.9	100.0
	99.	14	11.3	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	
VALID CASES	110	MISSING CASES	14		

Q13.12 Q13B - NEXT MOST SERIOUS LIMITING FACTOR?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
SCARCITY	1.	20	16.1	20.0	20.0
LACK SPECIALTIES	2.	18	14.5	18.0	38.0
LESS QUALIFIED...	3.	3	2.4	3.0	41.0
LOW MOTIVATION	4.	5	4.0	5.0	46.0
TAKES TIME/EFFORT	5.	15	12.1	15.0	61.0
LACK STAFF/RESOURCES	6.	14	11.3	14.0	75.0
OVERT PREJUDICE	7.	3	2.4	3.0	78.0
IMPLICIT DISCRIM.	8.	12	9.7	12.0	90.0
OTHER #1	9.	8	6.5	8.0	98.0
OTHER #2	10.	2	1.6	2.0	100.0
	99.	24	19.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 100 MISSING CASES 24

Q14 - HOW DO STUDENTS IN LISTED GROUPS PERFORM ACADEMICALLY COMPARED TO AVERAGE SFSU STUDENT?

Q14.1 ARABS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	5	4.0	7.6	7.6
SAME	2.	51	41.1	77.3	84.8
WORSE	3.	10	8.1	15.2	100.0
	BLANK	2	1.6	MISSING	
	9.	56	45.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 66 MISSING CASES 58

Q14.2 ASIANS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	45	36.3	40.2	40.2
SAME	2.	62	50.0	55.4	95.5
WORSE	3.	5	4.0	4.5	100.0
	BLANK	1	.8	MISSING	
	9.	11	8.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 112 MISSING CASES 12

Q14.3 PACIFIC ISLANDERS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	3	2.4	5.8	5.8
SAME	2.	39	31.5	75.0	80.8
WORSE	3.	10	8.1	19.2	100.0
	9.	72	58.1	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 52 MISSING CASES 72

Q14.4 BLACKS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	1	.8	.9	.9
SAME	2.	45	36.3	41.7	42.6
WORSE	3.	62	50.0	57.4	100.0
	9.	16	12.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 108 MISSING CASES 16

Q14.5 HISPANICS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	5	4.0	4.5	4.5
SAME	2.	76	61.3	67.9	72.3
WORSE	3.	31	25.0	27.7	100.0
	9.	12	9.7	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 112

MISSING CASES 12

Q14.6 NA

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	4	3.2	9.8	9.8
SAME	2.	30	24.2	73.2	82.9
WORSE	3.	7	5.6	17.1	100.0
	9.	83	66.9	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 41

MISSING CASES 83

Frequencies -- Faculty Survey PAGE 52

Q14.7 WHITES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	19	15.3	17.0	17.0
SAME	2.	93	75.0	83.0	100.0
	9.	12	9.7	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 112 MISSING CASES 12

Q14.8 MEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	6	4.8	5.3	5.3
SAME	2.	101	81.5	89.4	94.7
WORSE	3.	6	4.8	5.3	100.0
	9.	11	8.9	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 113 MISSING CASES 11

Q14.9 WOMEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	30	24.2	26.3	26.3
SAME	2.	83	66.9	72.8	99.1
WORSE	3.	1	.8	.9	100.0
	9.	10	8.1	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 114 MISSING CASES 10

Q14.10 GAYS/LESBIANS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	10	8.1	13.9	13.9
SAME	2.	62	50.0	86.1	100.0
	9.	52	41.9	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 72 MISSING CASES 52

Q14.11 FUNDAMENTALISTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	3	2.4	9.1	9.1
SAME	2.	26	21.0	78.8	87.9
WORSE	3.	4	3.2	12.1	100.0
	9.	91	73.4	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 33 MISSING CASES 91

Q14.12 JEWS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	19	15.3	25.0	25.0
SAME	2.	57	46.0	75.0	100.0
	9.	48	38.7	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 76 MISSING CASES 48

Frequencies -- Faculty Survey PAGE 55

Q14.13 MUSLIMS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	2	1.6	4.9	4.9
SAME	2.	35	28.2	85.4	90.2
WORSE	3.	4	3.2	9.8	100.0
	9.	83	66.9	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 41 MISSING CASES 83

Q14.14 DISABLES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	11	8.9	15.3	15.3
SAME	2.	52	41.9	72.2	87.5
WORSE	3.	9	7.3	12.5	100.0
	9.	52	41.9	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 72 MISSING CASES 52

Q14.15 FOREIGNERS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
BETTER	1.	9	7.3	10.0	10.0
SAME	2.	53	42.7	58.9	68.9
WORSE	3.	28	22.6	31.1	100.0
	9.	34	27.4	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 90 MISSING CASES 34

Q15 -- OFFENSIVENESS RATINGS -- SCENARIOS

Q15.1 COMPLIMENT ON ATTRACTIVENESS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	10	8.1	9.5	9.5
	2.	13	10.5	12.4	21.9
	3.	20	16.1	19.0	41.0
	4.	22	17.7	21.0	61.9
	5.	20	16.1	19.0	81.0
	6.	20	16.1	19.0	100.0
BLANK		13	10.5	MISSING	
	9.	6	4.8	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 105 MISSING CASES 19

Q15.2 BIBLE NOT DIVINE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	22	17.7	19.1	19.1
	1.	11	8.9	9.6	28.7
	2.	13	10.5	11.3	40.0
	3.	19	15.3	16.5	56.5
	4.	10	8.1	8.7	65.2
	5.	8	6.5	7.0	72.2
	6.	32	25.8	27.8	100.0
	BLANK	4	3.2	MISSING	
	9.	5	4.0	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 115

MISSING CASES 9

Q15.3 GAYS UNNATURAL

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	6	4.8	5.0	5.0
	1.	6	4.8	5.0	10.0
	2.	4	3.2	3.3	13.3
	3.	19	15.3	15.8	29.2
	4.	9	7.3	7.5	36.7
	5.	28	22.6	23.3	60.0
	6.	48	38.7	40.0	100.0
	BLANK	2	1.6	MISSING	
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 120 MISSING CASES 4

Q15.4 BLACKS DIFFICULTY LEARNING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	11	8.9	9.2	9.2
	1.	6	4.8	5.0	14.3
	2.	3	2.4	2.5	16.8
	3.	12	9.7	10.1	26.9
	4.	16	12.9	13.4	40.3
	5.	27	21.8	22.7	63.0
	6.	44	35.5	37.0	100.0
	BLANK	1	.8	MISSING	
	9.	4	3.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 119 MISSING CASES 5

Q15.5 TEACHING DISABLED IS DIFFICULT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	12	9.7	10.4	10.4
	1.	12	9.7	10.4	20.9
	2.	6	4.8	5.2	26.1
	3.	23	18.5	20.0	46.1
	4.	13	10.5	11.3	57.4
	5.	17	13.7	14.8	72.2
	6.	32	25.8	27.8	100.0
	BLANK	1	.8	MISSING	
	9.	8	6.5	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 115 MISSING CASES 9

Q15.6 TOO MANY FOREIGN STUDENTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	2	1.6	1.7	1.7
	1.	4	3.2	3.4	5.0
	2.	4	3.2	3.4	8.4
	3.	8	6.5	6.7	15.1
	4.	23	18.5	19.3	34.5
	5.	15	12.1	12.6	47.1
	6.	63	50.8	52.9	100.0
	BLANK	1	.8	MISSING	
	9.	4	3.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 119 MISSING CASES 5

Q15.7 MEN TAKE ADVANTAGE OF WOMEN

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	14	11.3	11.5	11.5
	1.	9	7.3	7.4	18.9
	2.	13	10.5	10.7	29.5
	3.	29	23.4	23.8	53.3
	4.	24	19.4	19.7	73.0
	5.	13	10.5	10.7	83.6
	6.	20	16.1	16.4	100.0
	BLANK	1	.8	MISSING	
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Q15.8 MUSLIMS ARE FANATICAL

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	8	6.5	6.8	6.8
	1.	6	4.8	5.1	11.9
	2.	9	7.3	7.6	19.5
	3.	16	12.9	13.6	33.1
	4.	21	16.9	17.8	50.8
	5.	19	15.3	16.1	66.9
	6.	39	31.5	33.1	100.0
	BLANK	1	.8	MISSING	
	9.	5	4.0	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 118 MISSING CASES 6

Q15.9 WHITES BENEFIT FROM RACISM

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	30	24.2	25.0	25.0
	1.	8	6.5	6.7	31.7
	2.	13	10.5	10.8	42.5
	3.	22	17.7	18.3	60.8
	4.	11	8.9	9.2	70.0
	5.	12	9.7	10.0	80.0
	6.	24	19.4	20.0	100.0
	BLANK	1	.8	MISSING	
	9.	3	2.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 120 MISSING CASES 4

Q15.10 STUDENTS SHOULD SPEAK ENGLISH

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	9	7.3	7.4	7.4
	1.	7	5.6	5.7	13.1
	2.	12	9.7	9.8	23.0
	3.	5	4.0	4.1	27.0
	4.	18	14.5	14.8	41.8
	5.	22	17.7	18.0	59.8
	6.	49	39.5	40.2	100.0
	BLANK	1	.8	MISSING	
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Q15.11 ASIAN STUDENTS STUDY HARDER

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	9	7.3	7.4	7.4
	1.	10	8.1	8.2	15.6
	2.	10	8.1	8.2	23.8
	3.	10	8.1	8.2	32.0
	4.	20	16.1	16.4	48.4
	5.	22	17.7	18.0	66.4
	6.	41	33.1	33.6	100.0
	BLANK	1	.8	MISSING	
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Q15.12 IMMIGRANTS TAKE JOBS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	3	2.4	2.5	2.5
	1.	3	2.4	2.5	5.0
	2.	6	4.8	5.0	9.9
	3.	14	11.3	11.6	21.5
	4.	18	14.5	14.9	36.4
	5.	19	15.3	15.7	52.1
	6.	58	46.8	47.9	100.0
	BLANK	1	.8	MISSING	
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Q15.13 ISRAELIES LIKE NAZIS IN TREATMENT OF PALESTINIANS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	13	10.5	11.3	11.3
	1.	13	10.5	11.3	22.6
	2.	11	8.9	9.6	32.2
	3.	23	18.5	20.0	52.2
	4.	15	12.1	13.0	65.2
	5.	18	14.5	15.7	80.9
	6.	22	17.7	19.1	100.0
	BLANK	1	.8	MISSING	
	9.	8	6.5	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 115 MISSING CASES 9

Q15.14 GOOD THING TO BE MACHO

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	0	16	12.9	13.1	13.1
	1.	11	8.9	9.0	22.1
	2.	10	8.1	8.2	30.3
	3.	23	18.5	18.9	49.2
	4.	19	15.3	15.6	64.8
	5.	17	13.7	13.9	78.7
	6.	26	21.0	21.3	100.0
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Q16 - Statements of Opinion about Life at SFSU

Q16.1 DISCRIMINATION AT SFSU CAUSED BY SMALL MINORITY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ST AGR	1.	40	32.3	32.5	32.5
MOD AGR	2.	40	32.3	32.5	65.0
NEITHER	3.	14	11.3	11.4	76.4
MOD DIS	4.	19	15.3	15.4	91.9
STR DIS	5.	10	8.1	8.1	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 123 MISSING CASES 1

Q16.2 SPEND TOO MUCH TIME EMPHASIZING GROUP DIFFERENCES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ST AGR	1.	21	16.9	17.4	17.4
MOD AGR	2.	34	27.4	28.1	45.5
NEITHER	3.	34	27.4	28.1	73.6
MOD DIS	4.	17	13.7	14.0	87.6
STR DIS	5.	15	12.1	12.4	100.0
	9.	3	2.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Q16.3 HUMAN RELATIONS AT SFSU RELATIVELY GOOD

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ST AGR	1.	32	25.8	26.7	26.7
MOD AGR	2.	46	37.1	38.3	65.0
NEITHER	3.	26	21.0	21.7	86.7
MOD DIS	4.	15	12.1	12.5	99.2
STR DIS	5.	1	.8	.8	100.0
	9.	4	3.2	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 120 MISSING CASES 4

Q16.4 SFSU SHOULD NOT RESTRICT SPEECH EVEN IF INSULTING

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ST AGR	1.	33	26.6	27.7	27.7
MOD AGR	2.	19	15.3	16.0	43.7
NEITHER	3.	12	9.7	10.1	53.8
MOD DIS	4.	25	20.2	21.0	74.8
STR DIS	5.	30	24.2	25.2	100.0
	9.	5	4.0	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 119 MISSING CASES 5

Frequencies -- Faculty Survey PAGE 66

Q16.5 SFSU OFFERS ADEQUATE OPPORTUNITES TO LEARN ABOUT CULTURES/GROUPS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ST AGR	1.	35	28.2	30.2	30.2
MOD AGR	2.	51	41.1	44.0	74.1
NEITHER	3.	7	5.6	6.0	80.2
MOD DIS	4.	9	7.3	7.8	87.9
STR DIS	5.	14	11.3	12.1	100.0
	9.	8	6.5	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 116 MISSING CASES 8

Q16.6 CONSERVATIVES FACE JUST AS MUCH PREJUDICE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ST AGR	1.	6	4.8	4.9	4.9
MOD AGR	2.	52	41.9	42.6	47.5
NEITHER	3.	24	19.4	19.7	67.2
MOD DIS	4.	22	17.7	18.0	85.2
STR DIS	5.	18	14.5	14.8	100.0
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Frequencies -- Faculty Survey PAGE 67

Q16.7 TOO MUCH CONCERN FOR MINORITIES WILL HAVE CHILLING EFFECT

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ST AGR	1.	19	15.3	15.6	15.6
MOD AGR	2.	44	35.5	36.1	51.6
NEITHER	3.	20	16.1	16.4	68.0
MOD DIS	4.	10	8.1	8.2	76.2
STR DIS	5.	29	23.4	23.8	100.0
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Q16.8 TOO MUCH EMPHASIS ON AFFIRM. ACTION LOWERS QUALITY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ST AGR	1.	14	11.3	11.4	11.4
MOD AGR	2.	26	21.0	21.1	32.5
NEITHER	3.	10	8.1	8.1	40.7
MOD DIS	4.	20	16.1	16.3	56.9
STR DIS	5.	53	42.7	43.1	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 123 MISSING CASES 1

Q16.9 WHITE MALES FACE JUST AS MUCH PREJUDICE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
ST AGR	1.	5	4.0	4.1	4.1
MOD AGR	2.	14	11.3	11.5	15.6
NEITHER	3.	23	18.5	18.9	34.4
MOD DIS	4.	33	26.6	27.0	61.5
STR DIS	5.	47	37.9	38.5	100.0
	9.	2	1.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 122 MISSING CASES 2

Q17 YOU YOURSELF SEXUALLY HARASSED?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	9	7.3	7.3	7.3
NO	2.	114	91.9	92.7	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 123 MISSING CASES 1

Q18.1 KNOW STUDENT WHO HAS BEEN SEXUALLY HARASSED?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	47	37.9	38.2	38.2
NO	2.	76	61.3	61.8	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 123 MISSING CASES 1

Q18.2 KNOW FACULTY OR STAFF MEMBER WHO HAS BEEN SEXUALLY HARASSED?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	26	21.0	21.1	21.1
NO	2.	97	78.2	78.9	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 123 MISSING CASES 1

Q19 HOW RESPOND TO DISCRIMINATION AGAINST STUDENT?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
EX SYM	1.	2	1.6	1.6	1.6
ADVISE	2.	30	24.2	24.4	26.0
CONTACT	3.	6	4.8	4.9	30.9
GO	4.	6	4.8	4.9	35.8
REPORT TO DEPT HEAD	5.	27	21.8	22.0	57.7
REPORT TO CAMPUS OFF.	6.	15	12.1	12.2	69.9
ADVISE TO FILE GRIEVANCE	7.	21	16.9	17.1	87.0
OTHER	8.	16	12.9	13.0	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	
VALID CASES	123	MISSING CASES	1		

Q20 HOW RESPOND TO DISCRIMINATION AGAINST FACULTY COLLEAGUE?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
EX SYM	1.	1	.8	.8	.8
ADVISE	2.	30	24.2	24.2	25.0
CONTACT	3.	6	4.8	4.8	29.8
GO	4.	8	6.5	6.5	36.3
REPORT TO DEPT HEAD	5.	27	21.8	21.8	58.1
REPORT TO CAMPUS OFF.	6.	12	9.7	9.7	67.7
ADVISE TO FILE GRIEVANCE	7.	25	20.2	20.2	87.9
OTHER	8.	15	12.1	12.1	100.0
	TOTAL	124	100.0	100.0	

VALID CASES 124 MISSING CASES 0

Q21 -- RATE IMPORTANCE OF PROPOSED PROGRAMS

Q21.1 NEW SOURCES OF FINANCIAL AID/COUNSELING/OPPORTUNITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	2.	3	2.4	2.5	2.5
	3.	3	2.4	2.5	5.0
	4.	7	5.6	5.8	10.7
	5.	8	6.5	6.6	17.4
	6.	4	3.2	3.3	20.7
	7.	12	9.7	9.9	30.6
	8.	24	19.4	19.8	50.4
	9.	14	11.3	11.6	62.0
	10.	46	37.1	38.0	100.0
	99.	3	2.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 121

MISSING CASES 3

Q21.2 SERVICES TO DISADVANTAGED STUDENTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	2	1.6	1.7	1.7
	2.	5	4.0	4.2	5.9
	3.	3	2.4	2.5	8.5
	4.	2	1.6	1.7	10.2
	5.	16	12.9	13.6	23.7
	6.	9	7.3	7.6	31.4
	7.	14	11.3	11.9	43.2
	8.	9	7.3	7.6	50.8
	9.	16	12.9	13.6	64.4
	10.	42	33.9	35.6	100.0
	99.	6	4.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 118

MISSING CASES 6

Q21.3 HEALTH SERVICES/EDUCATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	3	2.4	2.6	2.6
	2.	2	1.6	1.7	4.3
	3.	4	3.2	3.4	7.8
	4.	12	9.7	10.3	18.1
	5.	12	9.7	10.3	28.4
	6.	12	9.7	10.3	38.8
	7.	15	12.1	12.9	51.7
	8.	23	18.5	19.8	71.6
	9.	11	8.9	9.5	81.0
	10.	22	17.7	19.0	100.0
	99.	8	6.5	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 116 MISSING CASES 8

Q21.4 PROGRAMS TO DEAL WITH BIAS/DISCRIMINATION

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	7	5.6	6.0	6.0
	2.	3	2.4	2.6	8.6
	3.	9	7.3	7.8	16.4
	4.	7	5.6	6.0	22.4
	5.	20	16.1	17.2	39.7
	6.	16	12.9	13.8	53.4
	7.	13	10.5	11.2	64.7
	8.	5	4.0	4.3	69.0
	9.	16	12.9	13.8	82.8
	10.	20	16.1	17.2	100.0
	99.	8	6.5	MISSING	
	TOTAL	124	100.0	100.0	

VALID CASES 116

MISSING CASES 8

Q21.5 SPORTS

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	8	6.5	8.2	8.2
	2.	9	7.3	9.2	17.3
	3.	19	15.3	19.4	36.7
	4.	10	8.1	10.2	46.9
	5.	24	19.4	24.5	71.4
	6.	8	6.5	8.2	79.6
	7.	7	5.6	7.1	86.7
	8.	5	4.0	5.1	91.8
	9.	4	3.2	4.1	95.9
	10.	4	3.2	4.1	100.0
	99.	26	21.0	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 98

MISSING CASES 26

Q21.6 CHILD CARE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	2.	3	2.4	2.5	2.5
	3.	4	3.2	3.3	5.8
	4.	4	3.2	3.3	9.1
	5.	11	8.9	9.1	18.2
	6.	8	6.5	6.6	24.8
	7.	19	15.3	15.7	40.5
	8.	21	16.9	17.4	57.9
	9.	17	13.7	14.0	71.9
	10.	34	27.4	28.1	100.0
	99.	3	2.4	MISSING	
	TOTAL	124	100.0	100.0	

VALID CASES 121

MISSING CASES 3

Q21.7 STUDY FACILITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	1	.8	.8	.8
	2.	1	.8	.8	1.7
	3.	5	4.0	4.2	5.9
	4.	5	4.0	4.2	10.2
	5.	17	13.7	14.4	24.6
	6.	11	8.9	9.3	33.9
	7.	10	8.1	8.5	42.4
	8.	21	16.9	17.8	60.2
	9.	15	12.1	12.7	72.9
	10.	32	25.8	27.1	100.0
	99.	6	4.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 118

MISSING CASES 6

Q21.8 NEW CAMPUS RECREATION/SHOPPING/EATING FACILITIES

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	8	6.5	7.9	7.9
	2.	12	9.7	11.9	19.8
	3.	15	12.1	14.9	34.7
	4.	12	9.7	11.9	46.5
	5.	12	9.7	11.9	58.4
	6.	7	5.6	6.9	65.3
	7.	10	8.1	9.9	75.2
	8.	8	6.5	7.9	83.2
	9.	7	5.6	6.9	90.1
	10.	10	8.1	9.9	100.0
	99.	23	18.5	MISSING	
	TOTAL	124	100.0	100.0	

VALID CASES 101

MISSING CASES 23

Frequencies -- Faculty Survey PAGE 80

Q21.9 OTHER #1

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	2.	1	.8	4.0	4.0
	5.	1	.8	4.0	8.0
	7.	1	.8	4.0	12.0
	8.	4	3.2	16.0	28.0
	9.	4	3.2	16.0	44.0
	10.	14	11.3	56.0	100.0
	99.	99	79.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 25 MISSING CASES 99

Frequencies -- Faculty Survey PAGE 81

Q21.10 OTHER #2

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	5.	1	.8	7.1	7.1
	7.	2	1.6	14.3	21.4
	8.	3	2.4	21.4	42.9
	10.	8	6.5	57.1	100.0
	99.	110	88.7	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 14

MISSING CASES 110

Q21.11 Q21A - WHICH PROGRAM HIGHEST PRIORITY?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	37	29.8	31.4	31.4
	2.	15	12.1	12.7	44.1
	3.	4	3.2	3.4	47.5
	4.	7	5.6	5.9	53.4
	5.	2	1.6	1.7	55.1
	6.	19	15.3	16.1	71.2
	7.	17	13.7	14.4	85.6
	8.	3	2.4	2.5	88.1
	9.	7	5.6	5.9	94.1
	10.	7	5.6	5.9	100.0
	99.	6	4.8	MISSING	
	TOTAL	124	100.0	100.0	

VALID CASES 118

MISSING CASES 6

Q21.12 Q21B - WHICH PROGRAM NEXT HIGHEST PRIORITY?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	23	18.5	19.5	19.5
	2.	21	16.9	17.8	37.3
	3.	9	7.3	7.6	44.9
	4.	13	10.5	11.0	55.9
	5.	1	.8	.8	56.8
	6.	20	16.1	16.9	73.7
	7.	17	13.7	14.4	88.1
	8.	5	4.0	4.2	92.4
	9.	7	5.6	5.9	98.3
	10.	1	.8	.8	99.2
	99.	7	5.6	MISSING	
	TOTAL	124	100.0	100.0	

VALID CASES 117 MISSING CASES 7

Frequencies -- Faculty Survey PAGE 84

Q22 SEX

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
MALE	1.	68	54.8	56.2	56.2
FEMALE	2.	53	42.7	43.8	100.0
	9.	1	.8	MISSING	
	99.	2	1.6	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Q23 AGE

< 40 YRS 21%
 40-49 39%
 50-59 25%
 60 + 15%

n = 122

Q24 FULL TIME-PART TIME

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FT	1.	85	68.5	69.1	69.1
PT	2.	29	23.4	23.6	92.7
OTHER	3.	8	6.5	6.5	99.2
	4.	1	.8	.8	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 123 MISSING CASES 1

Frequencies -- Faculty Survey PAGE 85

Q25 RANK

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FULL PROF	1.	56	45.2	45.5	45.5
ASSOCIATE	2.	22	17.7	17.9	63.4
ASSISTANT	3.	8	6.5	6.5	69.9
LECTURER	4.	32	25.8	26.0	95.9
OTHER	5.	5	4.0	4.1	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 123 MISSING CASES 1

Q26 TENURE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	67	54.0	55.4	55.4
NO	2.	54	43.5	44.6	100.0
	9.	3	2.4	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Frequencies -- Faculty Survey PAGE 86

Q27 SCHOOL

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
(Code as Missing)	0	1	.8	.9	.9
BSS	1.	21	16.9	18.4	19.3
BUS	2.	11	8.9	9.6	28.9
CA	3.	12	9.7	10.5	39.5
ED	4.	15	12.1	13.2	52.6
ETH	5.	4	3.2	3.5	56.1
HPR	6.	8	6.5	7.0	63.2
HUM	7.	25	20.2	21.9	85.1
SCI	8.	17	13.7	14.9	100.0
	9.	10	8.1	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 114

MISSING CASES 10

Q28.1 HOW MANY FULL-TIME FACULTY IN DEPT THIS SEMESTER?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	2	1.6	2.1	2.1
	2.	1	.8	1.1	3.2
	3.	3	2.4	3.2	6.3
	6.	2	1.6	2.1	8.4
	7.	3	2.4	3.2	11.6
	9.	14	11.3	14.7	26.3
	10.	5	4.0	5.3	31.6
	11.	3	2.4	3.2	34.7
	12.	7	5.6	7.4	42.1
	13.	1	.8	1.1	43.2
	14.	3	2.4	3.2	46.3
	15.	5	4.0	5.3	51.6
	16.	1	.8	1.1	52.6
	17.	1	.8	1.1	53.7
	18.	4	3.2	4.2	57.9
	19.	3	2.4	3.2	61.1
	20.	8	6.5	8.4	69.5
	21.	1	.8	1.1	70.5
	25.	6	4.8	6.3	76.8
	26.	2	1.6	2.1	78.9
	27.	1	.8	1.1	80.0
	30.	4	3.2	4.2	84.2
	35.	2	1.6	2.1	86.3

Frequencies -- Faculty Survey PAGE 88

38.	2	1.6	2.1	88.4
39.	1	.8	1.1	89.5
40.	3	2.4	3.2	92.6
41.	1	.8	1.1	93.7
42.	1	.8	1.1	94.7
45.	1	.8	1.1	95.8
60.	1	.8	1.1	96.8
70.	2	1.6	2.1	98.9
97.	1	.8	1.1	100.0
88.	1	.8	MISSING	
99.	28	22.6	MISSING	
	-----	-----	-----	
TOTAL	124	100.0	100.0	

VALID CASES 95 MISSING CASES 29

Q28.2 HOW MANY PART-TIME FACULTY IN DEPT THIS SEMESTER?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	2.	1	.8	1.2	1.2
	3.	1	.8	1.2	2.3
	4.	4	3.2	4.7	7.0
	5.	4	3.2	4.7	11.6
	6.	3	2.4	3.5	15.1
	7.	3	2.4	3.5	18.6
	9.	22	17.7	25.6	44.2
	10.	13	10.5	15.1	59.3

Frequencies -- Faculty Survey PAGE 89

11.	2	1.6	2.3	61.6
12.	2	1.6	2.3	64.0
15.	3	2.4	3.5	67.4
16.	2	1.6	2.3	69.8
17.	2	1.6	2.3	72.1
18.	2	1.6	2.3	74.4
19.	1	.8	1.2	75.6
20.	8	6.5	9.3	84.9
25.	1	.8	1.2	86.0
26.	1	.8	1.2	87.2
28.	1	.8	1.2	88.4
30.	2	1.6	2.3	90.7
35.	1	.8	1.2	91.9
40.	2	1.6	2.3	94.2
45.	1	.8	1.2	95.3
50.	2	1.6	2.3	97.7
53.	1	.8	1.2	98.8
80.	1	.8	1.2	100.0
88.	1	.8	MISSING	
99.	37	29.8	MISSING	
	-----	-----	-----	
TOTAL	124	100.0	100.0	

VALID CASES

86

MISSING CASES

38

Q29 HOW MANY YEARS HAVE YOU TAUGHT AT SFSU?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
	1.	18	14.5	15.3	15.3
	2.	3	2.4	2.5	17.8
	3.	8	6.5	6.8	24.6
	4.	5	4.0	4.2	28.8
	5.	4	3.2	3.4	32.2
	6.	3	2.4	2.5	34.7
	7.	5	4.0	4.2	39.0
	8.	8	6.5	6.8	45.8
	9.	7	5.6	5.9	51.7
	10.	8	6.5	6.8	58.5
	11.	1	.8	.8	59.3
	12.	1	.8	.8	60.2
	13.	3	2.4	2.5	62.7
	14.	5	4.0	4.2	66.9
	15.	4	3.2	3.4	70.3
	16.	3	2.4	2.5	72.9
	17.	1	.8	.8	73.7
	18.	3	2.4	2.5	76.3
	19.	3	2.4	2.5	78.8
	20.	7	5.6	5.9	84.7
	21.	2	1.6	1.7	86.4
	22.	1	.8	.8	87.3
	23.	1	.8	.8	88.1

Frequencies -- Faculty Survey PAGE 91

24.	2	1.6	1.7	89.8
25.	2	1.6	1.7	91.5
26.	2	1.6	1.7	93.2
27.	1	.8	.8	94.1
28.	2	1.6	1.7	95.8
29.	1	.8	.8	96.6
30.	2	1.6	1.7	98.3
32.	1	.8	.8	99.2
33.	1	.8	.8	100.0
88.	1	.8	MISSING	
99.	5	4.0	MISSING	
	-----	-----	-----	
TOTAL	124	100.0	100.0	

VALID CASES 118 MISSING CASES 6

Q30.1 HOLD BA DEGREE?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIRCLED	1.	72	58.1	100.0	100.0
	9.	52	41.9	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 72 MISSING CASES 52

Q30.2 HOLD MA DEGREE?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIRCLED	1.	71	57.3	100.0	100.0
	9.	53	42.7	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 71 MISSING CASES 53

Q30.3 HOLD DOCTORATE?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIRCLED	1.	88	71.0	100.0	100.0
	9.	36	29.0	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 88 MISSING CASES 36

Q30.4 HOLD OTHER DEGREE?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CIRCLED	1.	6	4.8	66.7	66.7
	2.	3	2.4	33.3	100.0
	9.	115	92.7	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 9 MISSING CASES 115

Q31 POLITICAL IDEOLOGY

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
FAR LEFT	1.	6	4.8	5.1	5.1
MOD L	2.	58	46.8	49.6	54.7
SL L	3.	24	19.4	20.5	75.2
MR	4.	16	12.9	13.7	88.9
SL R	5.	8	6.5	6.8	95.7
MOD R	6.	5	4.0	4.3	100.0
FAR RIGHT	7.	0	0.0	0.0	100.0
	9.	7	5.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 117 MISSING CASES 7

Q32 DISABLED?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	11	8.9	8.9	8.9
NO	2.	112	90.3	91.1	100.0
	9.	1	.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 123 MISSING CASES 1

Q34 RACE/ETHNICITY?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CHINESE	1.	6	4.8	5.0	5.0
OT ASIAN	3.	5	4.0	4.1	9.1
CHICANO	5.	3	2.4	2.5	11.6
OT HISP	6.	4	3.2	3.3	14.9
NAT AM	7.	1	.8	.8	15.7
BLACK	8.	8	6.5	6.6	22.3
WHITE	9.	86	69.4	71.1	93.4
OTHER	10.	8	6.5	6.6	100.0
	91.	1	.8	MISSING	
	99.	2	1.6	MISSING	
		-----	-----	-----	
TOTAL		124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Q35.1 RELIGIOUS PREFERENCE

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CHRISTIAN	1.	43	34.7	36.4	36.4
JEWISH	2.	12	9.7	10.2	46.6
ISLAMIC	3.	1	.8	.8	47.5
NONE	4.	49	39.5	41.5	89.0
OTHER	5.	13	10.5	11.0	100.0
	9.	6	4.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 118 MISSING CASES 6

Q35.2 IF CHRISTIAN, FUNDAMENTALIST?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	2	1.6	5.0	5.0
NO	2.	37	29.8	92.5	97.5
	9.	85	68.5	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 39 MISSING CASES 85

Q36 SEXUAL ORIENTATION (SEXUAL IDENTITY)

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
HETERO	1.	102	82.3	87.2	87.2
GAY	2.	12	9.7	10.3	97.4
BI	3.	3	2.4	2.6	100.0
	9.	7	5.6	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 117 MISSING CASES 7

Q37.1 AWARE HR COMMISSION HOLDING HEARINGS?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	64	51.6	52.5	52.5
NO	2.	57	46.0	46.7	99.2
	9.	3	2.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 121 MISSING CASES 3

Q37.2 IF AWARE, SUBMIT EVIDENCE TO HRC?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	3	2.4	4.5	4.5
NO	2.	63	50.8	95.5	100.0
	9.	58	46.8	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 66 MISSING CASES 58

Q37.3 CONSIDER SUBMITTING EVIDENCE BUT DECIDE NOT TO?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	7	5.6	10.1	10.1
NO	2.	62	50.0	89.9	100.0
	9.	55	44.4	MISSING	
		-----	-----	-----	
	TOTAL	124	100.0	100.0	

VALID CASES 69 MISSING CASES 55

APPENDIX A
NOTES ON SAMPLE DESIGN AND SURVEY METHODOLOGY

APPENDIX A
NOTES ON SAMPLE DESIGN AND SURVEY METHODOLOGY

Feb 20, 1990

MEMORANDUM

TO: Olive James, Chair
SFSU Human Relation Commission

FROM: Rich DeLeon, PRI

RE: Notes on Faculty Survey Sample and Methodology

(1) Per our agreement to oversample tenured-tenure track faculty, we randomly sampled 250 of the tenured-tenure track faculty and 125 of the current temporary faculty.

(2) We drew our samples from current rosters maintained in the Academic Senate Office and the Office of Faculty Affairs.

(3) We delivered the 375 faculty questionnaires through campus mail on November 27, 1989. The questionnaire was accompanied by an introductory letter explaining the purpose of the survey and promising anonymity.

(4) Ten days later we mailed a follow-up reminder letter to all 375 sample faculty.

(5) A total of 124 completed questionnaires were received as of January 20, 1990. The response rate was $124/375 = 33\%$.

(6) Comparisons of sample demographics with census figures for total permanent and temporary faculty reported in the Statistical Handbook 1988-189 (Office of Planning and Analytic Studies):

		CENSUS	SAMPLE
GENDER:	Males	60%	56%
	Females	40%	44%
RACE:	Whites	83%	71%
	Non-Whites	17%	29%

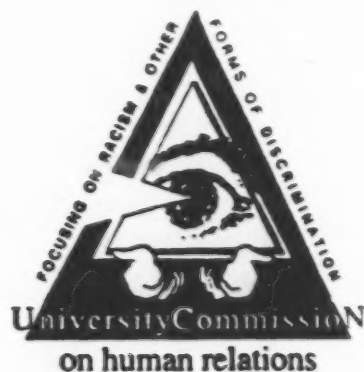
		CENSUS	SAMPLE
TENURE:	T/TT	47%	
	Full-time		
	Perm		69%
	Part-time		
	or Other		31%
	Tenured		55%
	Not-Tenured		45%
SCHOOL:	BSS	14%	18%
	BUS	12%	10%
	CA	14%	11%
	ED	15%	13%
	ETH	3%	4%
	HUM	20%	22%
	HPER	6%	7%
	SCI	17%	15%

APPENDIX B
QUESTIONNAIRE TEXT

San Francisco State University Human Relations Survey

FACULTY QUESTIONNAIRE

Fall 1989



Public Research Institute
San Francisco State University

NOTE: As you think about these questions, please remember that your answers will be entirely confidential. It is very important for S. F. State's Human Relations Commission to learn what faculty actually think and feel about these issues. Please base your answers on your experiences and observations over the past five years (or since you began teaching at SFSU, if you have been here less than five years). Please do your best to give frank answers that express your true thoughts and feelings.

Q1. The basic mission of the Human Relations Commission is to find out whether people at San Francisco State University are treated differently based on their race, ethnicity, religion, national origins, gender, sexual identity, or disabilities. In general, would you say that members of the following groups are treated better, about the same, or worse than the average person at S. F. State by other members of the campus community? (Please check one box in each row.)

	Better	About Same	Worse	Don't Know
Arabs	[]	[]	[]	[]
Asians	[]	[]	[]	[]
Pacific Islanders	[]	[]	[]	[]
Blacks/African Americans	[]	[]	[]	[]
Hispanics/Latinos/Chicanos	[]	[]	[]	[]
Native Americans	[]	[]	[]	[]
Whites	[]	[]	[]	[]
Men	[]	[]	[]	[]
Women	[]	[]	[]	[]
Gays/Lesbians	[]	[]	[]	[]
Fundamentalist Christians	[]	[]	[]	[]
Jews	[]	[]	[]	[]
Muslims	[]	[]	[]	[]
Disabled	[]	[]	[]	[]
Foreigners	[]	[]	[]	[]

Q2. In your opinion, are members of the following groups at S. F. State now treated better, about the same, or worse by other members of the campus community than they were five years ago? (Please check one box in each row.)

	Better	About Same	Worse	Don't Know
Arabs	☐	☐	☐	☐
Asians	☐	☐	☐	☐
Pacific Islanders	☐	☐	☐	☐
Blacks/African Americans	☐	☐	☐	☐
Hispanics/Latinos/Chicanos	☐	☐	☐	☐
Native Americans	☐	☐	☐	☐
Whites	☐	☐	☐	☐
Men	☐	☐	☐	☐
Women	☐	☐	☐	☐
Gays/Lesbians	☐	☐	☐	☐
Fundamentalist Christians	☐	☐	☐	☐
Jews	☐	☐	☐	☐
Muslims	☐	☐	☐	☐
Disabled	☐	☐	☐	☐
Foreigners	☐	☐	☐	☐

Q3. As a faculty member at S. F. State, how often, if at all, have you been offended, put down, or physically or emotionally abused in any way by other members of the campus community on the basis of your ... (Check one box in each row.)

	Never	Rarely	Sometimes	Often
Gender?	☐	☐	☐	☐
Race/Ethnicity?	☐	☐	☐	☐
Sexual orientation?	☐	☐	☐	☐
Religious beliefs?	☐	☐	☐	☐
Disability?	☐	☐	☐	☐
National origins?	☐	☐	☐	☐

Q4. How often, if at all, have you directly observed or experienced each of the following forms of discrimination toward a faculty member based on a group characteristic (i.e., race or ethnicity, gender, sexual identity, disability, religion)? (Check one box in each row.)

	Never	Rarely	Sometimes	Often
Negative remarks by faculty or administrators	☐	☐	☐	☐
Social behavior by colleagues that tends to exclude	☐	☐	☐	☐
Behavior by students that expresses negative attitudes	☐	☐	☐	☐
Behavior by staff or colleagues that expresses negative attitudes	☐	☐	☐	☐
Departmental patterns of interaction and influence, including committee assignments, that tend to exclude or disadvantage a person	☐	☐	☐	☐
Less desirable teaching assignments	☐	☐	☐	☐
Inequitable approaches to retention, tenure, or promotion	☐	☐	☐	☐

Q5. Now please think about your own responses to other faculty. Do you consider your relationships and interactions with faculty who are members of the following groups better, about the same, or worse than with the average faculty member? (Check "Does Not Apply" if you have no contact with a faculty member from a given group.)

	Better	About Same	Worse	Don't Know or Does Not Apply
Arabs	[]	[]	[]	[]
Asians	[]	[]	[]	[]
Pacific Islanders	[]	[]	[]	[]
Blacks/African Americans	[]	[]	[]	[]
Hispanics/Latinos/Chicanos	[]	[]	[]	[]
Native Americans	[]	[]	[]	[]
Whites	[]	[]	[]	[]
Men	[]	[]	[]	[]
Women	[]	[]	[]	[]
Gays/Lesbians	[]	[]	[]	[]
Fundamentalist Christians	[]	[]	[]	[]
Jews	[]	[]	[]	[]
Muslims	[]	[]	[]	[]
Disabled	[]	[]	[]	[]
Foreigners	[]	[]	[]	[]

Q6. In your judgment, how well does your Department's curriculum reflect the concerns, interests, and contributions of each of the following groups? (Check one response for each group.)

	Very Well	Moder- ately	Slightly	Not at All	Don't Know or N/A
Arabs	[]	[]	[]	[]	[]
Asians	[]	[]	[]	[]	[]
Pacific Islanders	[]	[]	[]	[]	[]
Blacks/African Americans	[]	[]	[]	[]	[]
Hispanics/Latinos/Chicanos	[]	[]	[]	[]	[]
Native Americans	[]	[]	[]	[]	[]
Whites	[]	[]	[]	[]	[]
Men	[]	[]	[]	[]	[]
Women	[]	[]	[]	[]	[]
Gays/Lesbians	[]	[]	[]	[]	[]
Fundamentalist Christians	[]	[]	[]	[]	[]
Jews	[]	[]	[]	[]	[]
Muslims	[]	[]	[]	[]	[]
Disabled	[]	[]	[]	[]	[]
Foreigners	[]	[]	[]	[]	[]

- Q7. Certain population groups -- women, disabled people, and certain people of color -- are specifically covered under federal and University affirmative action programs with respect to hiring, retention, and promotion. Evaluation of these programs is complicated, since people may have different judgments of the programs' goals, the University's efforts to implement affirmative action goals, and the results of those efforts. How do you feel about the goals, implementation, and results of affirmative action programs at SFSU? (Check one in each column.)

GOALS OF AFFIRMATIVE ACTION PROGRAMS

- ☐ Very positive
- ☐ Moderately Positive
- ☐ Neutral
- ☐ Moderately Negative
- ☐ Strongly Negative

- ☐ No Basis for Judgment
or no opinion

EFFORTS TO IMPLEMENT AFFIRMATIVE ACTION PROGRAMS

- ☐ Very positive
- ☐ Moderately Positive
- ☐ Neutral
- ☐ Moderately Negative
- ☐ Strongly Negative

- ☐ No Basis for Judgment
or no opinion

RESULTS OF AFFIRMATIVE ACTION PROGRAMS

- ☐ Very positive
- ☐ Moderately Positive
- ☐ Neutral
- ☐ Moderately Negative
- ☐ Strongly Negative

- ☐ No Basis for Judgment
or no opinion

Q8. The University's affirmative action policies call for special efforts to recruit women, disabled people, and certain people of color for faculty positions. In your judgment, should the University make special efforts to recruit members of other groups?

- ☐ Yes
☐ No

Q8A. (If Yes) Which groups should those be?

Q9. Over the past five years, do you think SFSU's affirmative action programs have . . .

- ☐ Improved
☐ Stayed the Same
☐ Gotten Worse

☐ No Basis for Judgment

Q10. In its searches for new faculty during the past five years, how thorough has your department been in its efforts to recruit applicants from each of the following groups? (Check one response for each group.)

	People of Color	Women	Disabled People
Very Thorough	☐	☐	☐
Moderately	☐	☐	☐
Slightly	☐	☐	☐
Not At All Thorough	☐	☐	☐
No Basis for Judgment	☐	☐	☐

Q11. Has your school adopted explicit guidelines for affirmative action recruitment?

- ☐ Yes
☐ No
☐ Not sure, don't know.

Q12. Please describe the specific steps, if any, your department has taken during the past five years in affirmative action recruitment.

Q13. Please consider whether each factor listed below, or another factor you are aware of, hampers recruitment of new faculty in your field from people of color, women, and disabled people. If you think a factor hampers recruitment of new faculty from one or more of these groups, check the appropriate box(es) to indicate that judgment (You may check as many boxes as you consider appropriate for each factor.)

FACTOR	People of Color	Women	Disabled People
A. Scarcity of members of this group in my field.	[]	[]	[]
B. Members of this group in this field lack specialties needed in my department.	[]	[]	[]
C. Members of this group in this field tend to be less qualified than white males.	[]	[]	[]
D. Low motivation among faculty in my department to hire members of this group.	[]	[]	[]
E. Finding qualified people in this group takes more time and effort than finding qualified white males.	[]	[]	[]
F. Lack of sufficient staff and resources for an adequate search.	[]	[]	[]
G. Overt prejudice and discrimination by people involved in recruiting or hiring.	[]	[]	[]
H. Implicit and/or institutional discrimination.	[]	[]	[]
I. OTHER_____	[]	[]	[]
J. OTHER_____	[]	[]	[]

Q13A. In your judgment, which of these factors **most** seriously hampers recruitment of new faculty from the groups named above (A, B, C, D, E, F, G, H, I or J)?

Answer:_____

Q13B. In your judgment, which of these factors **next most** seriously hampers recruitment of new faculty from the groups named above (A, B, C, D, E, F, G, H, I or J)?

Answer:_____

Q14. In your experience teaching at SFSU, have you found that students in each of the following groups generally perform better, about the same, or worse academically than the average S. F. State student?

	Better	About Same	Worse	Don't Know
Arabs	[]	[]	[]	[]
Asians	[]	[]	[]	[]
Pacific Islanders	[]	[]	[]	[]
Blacks/African Americans	[]	[]	[]	[]
Hispanics/Latinos/Chicanos	[]	[]	[]	[]
Native Americans	[]	[]	[]	[]
Whites	[]	[]	[]	[]
Men	[]	[]	[]	[]
Women	[]	[]	[]	[]
Gays/Lesbians	[]	[]	[]	[]
Fundamentalist Christians	[]	[]	[]	[]
Jews	[]	[]	[]	[]
Muslims	[]	[]	[]	[]
Disabled	[]	[]	[]	[]
Foreigners	[]	[]	[]	[]

Q15. The following are descriptions of events that could happen on campus. Based only on the facts presented in each statement, indicate how offensive you personally think the described behavior is on a scale ranging from 0 (not at all offensive) to 6 (extremely offensive). (Circle a number for each item. If you have no opinion, circle "DK.")

	Not at all offensive						Extremely offensive	
A. A male professor compliments a female student on how attractive she is.	0	1	2	3	4	5	6	DK

	Not at all offensive					Extremely offensive				
B. A professor argues that the Bible is great human literature but that no educated person could believe it is divine revelation.	0	1	2	3	4	5	6	DK		
C. A student describes homo-sexual behavior as "unnatural."	0	1	2	3	4	5	6	DK		
D. A professor comments that black students have more difficulty learning than other students at S. F. State.	0	1	2	3	4	5	6	DK		
E. A professor comments that teaching disabled students is "difficult."	0	1	2	3	4	5	6	DK		
F. An administrator comments that there are too many foreign students at S. F. State.	0	1	2	3	4	5	6	DK		
G. A female student says that "men usually try to take advantage of women."	0	1	2	3	4	5	6	DK		
H. A student says that "Muslims tend to be fanatical about their religion."	0	1	2	3	4	5	6	DK		
I. A professor says that "white people benefit from racism."	0	1	2	3	4	5	6	DK		
J. A student comments on another group of students who are speaking to each other in their native language: "They are in America now -- they should speak English."	0	1	2	3	4	5	6	DK		
K. A professor wishes aloud that "all of my students would study as hard as Asian students in completing their class assignments."	0	1	2	3	4	5	6	DK		

	Not at all Offensive						Extremely Offensive			
L. A student says that fewer immigrants should be allowed into this country because "they are taking jobs away from real Americans."	0	1	2	3	4	5	6			DK
M. A professor compares the treatment of the Palestinians by Israel to the treatment of Jews by the Nazis.	0	1	2	3	4	5	6			DK
N. A professor comments that "many Latin Americans think it's a good thing to be macho."	0	1	2	3	4	5	6			DK

Q16. What follows are statements of opinion about life at San Francisco State University. Some faculty agree with these opinions, others disagree. We want to know what you think.

A. "Incidents of discrimination and prejudice at S. F. State are caused by a very small number of people and do not reflect the beliefs and attitudes of the majority."

- [] Strongly Agree
- [] Moderately Agree
- [] Neither Agree nor Disagree
- [] Moderately Disagree
- [] Strongly Disagree

B. "People on this campus spend too much time emphasizing their differences with people of other groups (that is, of other races, religions, etc.) rather than exploring values and goals they have in common."

- [] Strongly Agree
- [] Moderately Agree
- [] Neither Agree nor Disagree
- [] Moderately Disagree
- [] Strongly Disagree

- C. "Compared to what I see and hear off-campus, human relations among different groups on-campus at S. F. State are relatively good."

☐ Strongly Agree
☐ Moderately Agree
☐ Neither Agree nor Disagree
☐ Moderately Disagree
☐ Strongly Disagree

- D. "The University should not restrict my right to say publicly anything I want about members of other groups, even if what I say might be regarded as offensive or insulting."

☐ Strongly Agree
☐ Moderately Agree
☐ Neither Agree nor Disagree
☐ Moderately Disagree
☐ Strongly Disagree

- E. "S. F. State University offers students adequate opportunities to learn about other groups and cultures."

☐ Strongly Agree
☐ Moderately Agree
☐ Neither Agree nor Disagree
☐ Moderately Disagree
☐ Strongly Disagree

☐ No basis for judgment

- F. Politically conservative students and faculty at SFSU face at least as much prejudice and intolerance as any other group.

☐ Strongly Agree
☐ Moderately Agree
☐ Neither Agree nor Disagree
☐ Moderately Disagree
☐ Strongly Disagree

- G. There is a real danger that too much concern about the sensitivities and perceptions of minorities may have a chilling effect on legitimate academic discussion about important social, cultural, religious, and political differences.

☐ Strongly Agree
☐ Moderately Agree
☐ Neither Agree nor Disagree
☐ Moderately Disagree
☐ Strongly Disagree

- H. Too much emphasis on affirmative action in hiring and retention carries a risk of lowering the quality of faculty at SFSU.

☐ Strongly Agree
☐ Moderately Agree
☐ Neither Agree nor Disagree
☐ Moderately Disagree
☐ Strongly Disagree

- I. White male students and faculty at SFSU face at least as much prejudice and intolerance as any other group.

☐ Strongly Agree
☐ Moderately Agree
☐ Neither Agree nor Disagree
☐ Moderately Disagree
☐ Strongly Disagree

- Q17. One definition of sexual harassment is "a person's use of University authority, rank, or position to make sexual advances, request sexual favors, or engage in other verbal or physical conduct of a sexual nature." By this definition, have you yourself ever been sexually harassed on this campus?

☐ Yes
☐ No

- Q18. Do you know anyone on campus who has been sexually harassed?

KNOW A
STUDENT

☐ Yes
☐ No

KNOW A FACULTY
OR STAFF MEMBER

☐ Yes
☐ No

Q19. If a student gave you convincing evidence of an instance of discrimination by faculty or staff that clearly violated University policy, how would you first respond? (Check one.)

- ☐ Express sympathy, but take no other action.
- ☐ Advise the student to meet with the faculty or staff member to discuss the matter.
- ☐ Contact the faculty or staff member yourself to discuss the matter.
- ☐ Go with the student to meet with the faculty or staff member to discuss the matter.
- ☐ Report the complaint to the head of the employee's administrative unit (e.g., department chair)
- ☐ Report the complaint to a campus official specifically responsible for investigations of offensive behavior.
- ☐ Advise the student to file a formal grievance.
- ☐ Other: _____

Q20. If a faculty colleague gave you convincing evidence of an instance of discrimination by another faculty or staff member that clearly violated University policy, how would you first respond? (Check one.)

- ☐ Express sympathy, but take no other action.
- ☐ Advise the colleague to meet with the other faculty or staff member to discuss the matter.
- ☐ Contact the other faculty or staff member yourself to discuss the matter.
- ☐ Go with the colleague to meet with the other faculty or staff member to discuss the matter.
- ☐ Report the complaint to the head of the other faculty or staff member's administrative unit (e.g., department chair)
- ☐ Report the complaint to a campus official specifically responsible for investigations of offensive behavior.
- ☐ Advise the colleague to file a formal grievance.
- ☐ Other: _____

Q21. If the University had a special fund to pay for new programs to assist students and improve life on campus, how would you advise that the money be used? Please rate each of the programs below on a scale of importance ranging from 0 (lowest importance) to 10 (highest importance). You'll notice that spaces are provided for "other" programs which you think are important but which aren't on the list. If you wish to add "other" programs to the list, please write them in and rate them on the scale. Remember, 0 is the lowest importance rating on the scale, 10 is the highest. If you think two programs have the same importance, give them the same rating on the scale.

Scale: LOW <-- 0 1 2 3 4 5 6 7 8 9 10 --> HIGH

RATING	PROGRAM
_____	(A) New sources of financial aid, career counseling, and job opportunities.
_____	(B) Services and assistance to disadvantaged students.
_____	(C) Health care services and health education, including AIDS prevention.
_____	(D) Programs and activities to deal with bias and discrimination on campus.
_____	(E) Sports facilities, equipment, and activities.
_____	(F) Child care and related services to students who are parents.
_____	(G) New study areas and library improvements.
_____	(H) New campus facilities for recreation, shopping and eating.
_____	(I) Other (_____)
_____	(J) Other (_____)

Q21A. If you had to choose, which one of these programs would you give the highest priority (A, B, C, D, E, F, G, H, I, or J)?

Answer: _____

Q21B. Which program would you give the next highest priority (A, B, C, D, E, F, G, H, I, or J)?

Answer: _____

So that we can see how your opinions compare with those of other faculty at S. F. State, we'd like a few facts about you. Again, please remember that all of your answers will be strictly confidential.

Q22. Are you ... ?

- ☐ Male
- ☐ Female

Q23. What is your age? _____ years.

Q24. Are you ... ?

- ☐ Full-time permanent faculty
- ☐ Part-time temporary faculty
- ☐ Other: _____

Q25. What is your rank?

- ☐ Full Professor
- ☐ Associate Professor
- ☐ Assistant Professor
- ☐ Lecturer
- ☐ Other: _____

Q26. Are you tenured?

- ☐ Yes
- ☐ No

Q27. What is your school? _____

Q28. How many faculty are in your department this semester?

_____ Full-Time Faculty

_____ Part-Time Faculty

Q29. How many years have you been teaching at SFSU?

_____ Years

Q30. Please indicate each degree that you hold:

- ☐ Baccalaureate
- ☐ Master's
- ☐ Doctorate
- ☐ Other (Please specify _____)

Q31. People who are conservative in their political views are referred to as being right of the center and people who are liberal or radical in their political views are referred to as being left of the center. Which of the following categories best describes your own political position?

- ☐ Far left
- ☐ Moderately left
- ☐ Slightly left
- ☐ Middle of road
- ☐ Slightly right
- ☐ Moderately right
- ☐ Far right

☐ No opinion

Q32. Do you have any disability?

- ☐ Yes
- ☐ No

Q32A. If yes, please describe:

Q33. If you were to describe your own ethnic, racial, or cultural identification to a friend, what words would you use?

Q34. For classification purposes, we'd like to know what race or ethnic group you identify with. (The following categories are taken from the University's application for admission.) (Check one box.)

- ☐ Chinese
- ☐ Filipino
- ☐ Other Asian
- ☐ Pacific Islander
- ☐ Chicano, Mexican
- ☐ Other Hispanic
- ☐ American Indian - Alaskan
- ☐ Black non-Hispanic
- ☐ White non-Hispanic
- ☐ Other (Describe: _____)

Q35. What is your religious preference, if any? Is it Christian, Jewish, Islamic, some other religion, or no religion? (Check one box.)

- ☐ Christian
- ☐ Jewish
- ☐ Islamic
- ☐ None
- ☐ Other (Describe: _____)

Q35A. If you answered "Christian" to Q35, would you describe yourself as a Fundamentalist Christian? (Skip to Q36 if not applicable.)

- ☐ Yes
- ☐ No

Q36. Are you... ? (Check one box.)

- ☐ Heterosexual
- ☐ Gay or lesbian
- ☐ Bisexual

The last few questions are intended to help the Human Relations Commission evaluate responsiveness to its requests for evidence and testimony, and to offer you an opportunity to describe in your own words any discriminatory or insensitive actions you may have observed on this campus.

Q37. Were you aware that the Human Relations Commission has been holding hearings on campus to receive evidence about instances of prejudice or discrimination?

- ☐ Yes
- ☐ No (PLEASE SKIP TO Q38.)

Q37A. (If Yes) Have you submitted evidence to the Human Relations Commission?

- ☐ Yes (PLEASE SKIP TO Q38.)
- ☐ No

Q37B. (If No to Q37A) Did you consider submitting evidence to the Human Relations Commission or appearing at one of the Commission's hearings, but decide not to do so?

- ☐ Yes
- ☐ No (PLEASE SKIP TO Q38.)

Q37C. (If Yes to Q37B) Please explain why you decided not to submit evidence or appear at a hearing.

Q38. Using the format below, please give examples of what you believe were discriminatory or insensitive actions, if any, which you have observed on this campus.

[] Check this box if you have observed no such actions on this campus.

[] Check this box if you have observed such actions on this campus but are unable or unwilling to provide specific examples.

FORMAT FOR EXAMPLES:

Incident #1:

TYPE: (related to race, ethnicity, national origin,
religion, gender, sexual identity/orientation, disability)

BRIEF DESCRIPTION: _____

ACTION YOU TOOK, IF ANY: _____

RESPONSE YOU RECEIVED: _____

SATISFACTION WITH RESOLUTION: _____

IF DISSATISFIED, HOW WOULD YOU HAVE PREFERRED THE INCIDENT TO BE HANDLED AND RESOLVED? _____

Incident #2:

TYPE: (related to race, ethnicity, national origin,
religion, gender, sexual identity/orientation, disability)

BRIEF DESCRIPTION: _____

ACTION YOU TOOK, IF ANY: _____

RESPONSE YOU RECEIVED: _____

SATISFACTION WITH RESOLUTION: _____

IF DISSATISFIED, HOW WOULD YOU HAVE PREFERRED THE INCIDENT TO
BE HANDLED AND RESOLVED? _____

(Use space below for additional examples.)

Please use the space below to write any additional thoughts or comments
you would like to share with the members of the Human Relations Commission

THANK YOU VERY MUCH FOR TAKING THE TIME TO COMPLETE THIS QUESTIONNAIRE!

Please use the envelope provided and
return questionnaire through campus mail
to:

Prof. Richard DeLeon
Public Research Institute
c/o Department of Political Science

END

U.S. Dept. of Education

Office of Education
Research and
Improvement (OERI)

ERIC

Date Filmed

March 21, 1991